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AF ANNOUNCES REVISED SELECTIVE REENLISTMENT BONUS (SRB) LIST

RANDOLPH AIR FORCE BASE, Texas
(AFPC) – The Air Force has completed its latest review of the Selective Reenlistment Bonus (SRB) program, again increasing the pool of eligibles by 18 skills. SRBs are a key monetary incentive to encourage sufficient reenlistments in certain enlisted Air Force specialty codes to sustain career force objectives in those skills. These reviews are conducted semi-annually, normally in June and December, and involve a comprehensive review of all enlisted specialties. The criteria used for determining which enlisted skills receive an SRB includes current and projected manning levels, recent reenlistment trends, career field force structure changes, and inputs from individual career field managers. SRBs are authorized in on-half increments (or multiples) from one-half to 10, and in three reenlistment zones for personnel with between 21 months and 14 years of service. The revised AFSC listing of SRB skills includes 59 Zone A (21 months to 6 years of service), 30 Zone B (6 to 10 years of service) and 9 Zone C (10-14 years of service) multiplier increases and 21 Zone A, 18 Zone B and 25 Zone C additions, respectively, from the previous SRB list published in December 1998. A total of 135 skills are now authorized an SRB in Zone A, Zone B, and/or Zone C, a net increase of 18 from the previous list. Two AFSCs have been deleted from the December 1998 list: 2E4X1 and 2E8X1. Eligible individuals in these two skills who reenlist prior to July 26 remain eligible to receive the former SRB. In addition,

five skills with existing Zone A and/or Zone B SRBs have multiplier reductions (indicated by asterisk). The current SRB skills list below were effective June 25 for additions and multiple increases. As indicated, SRB multiple decreases/deletions are effective July 26.

AFSC	ZONE A	ZONE B	ZONE C
4E0X1	1.5	1.0	0.5

Zone A: 21 months through six years of service;

Zone B: 6-10 years of service;

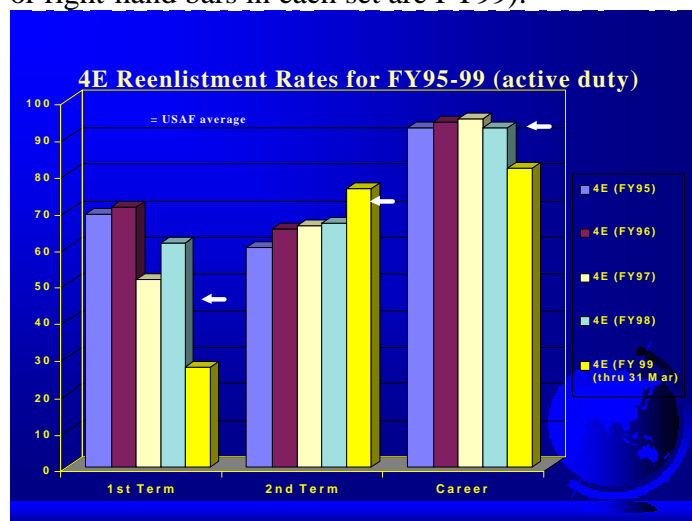
Zone C: 10-14 years of service.

An "X" suffix includes basic AFSC and all shreds unless specifically indicated. Max. allowable total bonus is \$45,000. For more information, contact your local military personnel flight's Reenlistment office.



Mac's Comment:

Public Health reenlistment numbers for the first half of FY99 are not good news in Zones A or C (the yellow or right-hand bars in each set are FY99):



The 4E reenlistment rates for the 1st half of FY99 compared to the USAF averages:

	<u>4E</u>	<u>USAF</u>
Zone A:	27.3	44.6
Zone B:	76.2	70.3
Zone C:	81.8	90.6

We need to bring the Zone A rate up to 55% and the Zone C rate up to 95% to maintain our rank and career flow balance. Obviously, the money we put against Zone A last year (SRB 1.0) was not enough to correct the underlying issue.

I ask every PH leader – every supervisor – to make a special point to discuss reenlistment with every airmen and NCO. Let's figure out what we can do to retain more of our best in our Air Force – then communicate corporate problems up through your chain of command and CFM and do what you can there – at the point of contact – to make a difference.

Too often, I fear part of the problem is based on misinformation. We can fix that. Let's ask our people why they're leaving, and correct misperceptions about pay, benefits, PCS opportunities, etc. I'm amazed that our people are unaware of the high promotion rates we have reached now, the increases in pay that have been programmed, the education benefits, and the actual retirement benefit. The USAF benefits worksheet is a great tool for leaders to use as they ensure our airmen make informed decisions.

We can't keep everyone. We wouldn't want to. It's OK for for a person to serve the nation for 4 years then go back into society, school, etc. But it's not OK if they leave us because they were misinformed or because we didn't

provide challenging work in a positive and professional environment.

Let's all put our backs into this thing and push hard.

Thank you.

USAF Promotion Rates (active duty)			
	FY97	FY98	FY99
To E-5	17.6%	18.7%	
To E-6	14.7%	17.6%	24.4%
To E-7	21.2%	23.4%	29.7%
To E-8 3/yr)	7.6%	6.45%	9.37% (2-
To E9	18.1%	20% (1/yr)	

